



TRUSTEE LEADERSHIP

Strong leadership
for a thriving
mentoring sector



STRATEGIC IMPACT

Driving quality
and influencing
positive change



COMMUNITY GROWTH

Stronger
communities,
brighter futures



MENTORING SUPPORT

Meaningful
connections
that empower



POTENTIAL & ASPIRATION

Every person
has potential
to thrive



Join Our Board

Shape the future of mentoring in Scotland

Share your skills, experience and
perspective to help strengthen
mentoring practice and improve
outcomes for people and
communities across Scotland.



LEADERSHIP



INFLUENCE



IMPACT

*Together, We Grow
Through Mentoring*

BOARD RECRUITMENT PACK | 2026

Bring your perspective. Make a national difference.

We are looking for new Trustees / Directors who share our commitment to improving lives through high-quality mentoring. Whether you are an experienced Trustee or considering a Board role for the first time, we would like to hear from you.

About Scottish Mentoring Network

Scottish Mentoring Network (SMN) is the national body supporting and championing mentoring across Scotland. Established in 1997, we work across sectors to improve the quality of mentoring, strengthen practice and expand access to effective mentoring relationships.

Our vision: high-quality mentoring recognised, valued and accessible to all.

WHY JOIN THE BOARD NOW?

Why SMN? Why now?

Demand for mentoring continues to grow across Scotland as organisations respond to social, educational and economic challenges. At the same time, expectations around governance, sustainability and measurable impact continue to rise. This is an opportunity to help shape SMN's next chapter and ensure we remain strategically focused, resilient and able to serve members and communities.

Make a difference nationally

Help influence the quality, reach and recognition of mentoring across Scotland.

Use your expertise for social impact

Bring your professional knowledge, lived experience and judgement to a purpose-led Board.

Shape our next chapter

Contribute to strategy, sustainability and the future development of a respected national organisation.

Develop as a leader

Gain Board-level experience, broaden your networks and deepen your strategic governance experience.

What you'll gain

- The opportunity to influence the future of mentoring at a national level.
- Experience in strategic decision-making and charity governance.
- Connections with people and organisations working across multiple sectors.
- The satisfaction of seeing your knowledge and experience contribute to tangible social impact.

Time commitment

Board members are expected to commit approximately:

- Four Board meetings each year and one annual strategy session.
- Preparation time for meetings.
- Occasional committee or working-group involvement.
- Ad hoc ambassadorial or advisory support where appropriate.

Meetings are a blend of online and in-person sessions. This is a voluntary, unpaid role; reasonable expenses may be reimbursed.

Curious, but not sure whether it is for you?

You do not need to decide before speaking to us. We are very happy to have an informal, no-obligation conversation about the Board, the role and what you could bring to SMN.

THE TRUSTEE / DIRECTOR ROLE

Could this be you?

We welcome applicants from a wide range of professional and personal backgrounds. What matters most is commitment to SMN's mission, sound judgement, curiosity and the ability to contribute constructively as part of a collective Board.

You do not need to tick every box.

We are interested in the perspective you can bring. Previous Trustee experience is welcome, but it is not essential. If this would be your first Board role, we will support you in understanding your responsibilities and contributing confidently.

Who we're looking for

- Commitment to the mission of Scottish Mentoring Network
- Strategic thinking and sound judgement
- Ability to analyse information and ask constructive questions
- A collaborative and respectful leadership style
- Understanding of governance responsibilities - or willingness to learn
- Commitment to equality, diversity and inclusion

Experience that would be valuable

- Fundraising and income generation
- Public policy
- HR and people leadership
- Marketing and communications
- Commercial/Corporate/Private sector
- Legal or governance
- Third-sector leadership
- Lived experience of mentoring programmes
- Local or national politics with a specific interest in mentoring

What Trustees / Directors do

- Set clear strategic direction and contribute to planning and decision-making.
- Ensure SMN operates in line with charity and company law and delivers its charitable purposes.

- Scrutinise performance, finance, risk and opportunities and ensure resources are used responsibly.
- Safeguard SMN's reputation, values and commitment to equality, diversity and inclusion.
- Support and appropriately oversee the Chief Executive.
- Act as an ambassador for SMN and support organisational sustainability and growth.



A Board that reflects the communities we serve

Scottish Mentoring Network is committed to building a diverse Board. We particularly welcome applications from people currently underrepresented on charity boards, including people from minority ethnic communities, disabled people, younger applicants, LGBTQ+ communities and people with lived experience relevant to our work.



Interested? We've kept the application process straightforward.

Please send:

- A current CV.
- A short supporting statement (up to 500 words) outlining why you are interested and the experience or perspective you would bring to the Board.

Applications and informal enquiries

Alastair MacGregor, Chair of the Board

Alastair@scottishmentoringnetwork.co.uk

Closing date: 30th October 2026



Further information

Website: <https://scottishmentoringnetwork.co.uk/>

If you believe in the power of people supporting people and want to help shape the future of mentoring in Scotland, we would love to hear from you.